

File ID Number	25-1849
Introduction Date	8/13/25
Enactment Number	
Enactment Date	
By	



**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

**OAKLAND UNIFIED SCHOOL DISTRICT
Office of the Board of Education**

August 13, 2025

To: Board of Education

From: Denise G. Saddler, Interim Superintendent
Sondra Aguilera, Chief Academic Officer
Vanessa Sifuentes, High School Network Superintendent
Kim Jones, Director, Oakland Adult and Career Education Department

Subject: Grant Award - Employment Development Department (EDD) - Opportunity Young Adult Career Pathway Program (OYACPP) - Oakland Adult and Career Education Department

ACTION REQUESTED:

Acceptance by the Board of Education of a Grant Award, in the amount of up to \$1,940,425.83, from the Employment Development Department (EDD), Sacramento, CA, to support the District's Opportunity Young Adult Career Pathway Program (OYACPP), for the period of July 1, 2025 through June 30, 2026, via the Oakland Adult and Career Education Department, pursuant to the terms and conditions thereof, if any.

BACKGROUND:

Grant Award for OUSD schools for the 2025-2026 fiscal year was submitted for funding as indicated in the chart below. The Grant Face Sheet and grant application packets are attached.

File I.D #	Backup Document Included	Type	Recipient	Grant's Purpose	Time Period	Funding Source	Grant Amount
25-1849	Yes	Grant	Oakland Unified School District, Adult and Career Education Department	To support the District's Opportunity Young Adult Career Pathway Program (OYACPP).	July 1, 2025 - June 30, 2026	Employment Development Department (EDD) Grant	\$1,940,425.83

DISCUSSION:

The District created a Grant Face sheet process to:

- Review proposed grant projects at OUSD sites and assess their contribution to sustained student achievement
- Identify OUSD resources required for program success

OUSD received a Grant Face Sheet and a completed grant application for the program listed in the chart by the school.

FISCAL IMPACT:

The total amount of grants will be provided to OUSD schools from the funders.

- Grants valued at: \$1,940,425.83

RECOMMENDATION:

Approval by the Board of Education of a Grant Award for the Adult and Career Education Department, for fiscal year 2025-2026, pursuant to the terms and conditions thereof, for the grant year, if any.

ATTACHMENTS:

Grant Face Sheet
Grant Award Letter

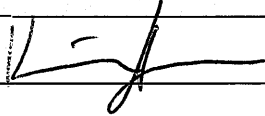
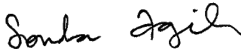
OUSD Grants Management Face Sheet

Title of Grant: Oakland Unified School District for the Opportunity Young Adult Career Pathway Program (OYACPP) Program	Funding Cycle Dates:
Grant's Fiscal Agent: <small>(contact's name, address, phone number, email address)</small> Kim Jones, Director, Oakland Adult & Career Educ. Oakland Unified School District 1011 Union Street Oakland, CA 94607 Kim.jones1@ousd.org	Grant Amount for Full Funding Cycle: \$1,940,425.83
Funding Agency: Employment Development Department (EDD) PO Box 826880 Sacramento, CA 94280-0001 WSBprojectmanagement@edd.ca.gov	Grant Focus: Opportunity Young Adult Career Pathway Program (OYACPP) Program
List all School(s) or Department(s) to be Served: Oakland Adult & Career Education Linked Learning	

Information Needed	School or Department Response
How will this grant contribute to sustained student achievement or academic standards?	This grant supports the existing Highway to Work program through Linked Learning and existing OACE CTE programs. Both programs have been successful at training and placing students in internships and employment.
How will this grant be evaluated for impact upon student achievement? (Customized data design and technical support are provided at 1% of the grant award or at a negotiated fee for a community-based fiscal agent who is not including OUSD's indirect rate of 3.10% in the budget. The 1% or negotiated data fee will be charged according to an Agreement for Grant Administration Related Services payment schedule. This fee should be included in the grant's budget for evaluation.)	EDD has its own evaluation process and we have hired High Road Alliance as a consultant to monitor outcomes and provide guidance on best practices.
Does the grant require any resources from the school(s) or district? If so, describe.	In kind services to match a percentage of the grant ward.
Are services being supported by an OUSD funded grant or by a contractor paid through an OUSD contract or MOU?	Through the grant.

(If yes, include the district's indirect rate of 3.10% for all OUSD site services in the grant's budget for administrative support, evaluation data, or indirect services.)	
Will the proposed program take students out of the classroom for any portion of the school day? (OUSD reserves the right to limit service access to students during the school day to ensure academic attendance continuity.)	No
Who is the contact managing and assuring grant compliance? (Include contact's name, address, phone number, email address.)	Name/Title: Kim Jones, Director Site: Oakland Adult & Career Education Address: 7929 Ney Ave, Oakland, CA 94605 Phone: (510) 879-1400 Email: kim.jones1@ousd.org

Applicant Obtained Approval Signatures:

Entity	Name/s	Signature/s	Date
Principal/Administrator	Kim Jones		5/19/2025
Chief Academic Officer	Sondra Aguilera		7/17/2025

Grant Office Obtained Approval Signatures:

Entity	Name/s	Signature/s	Date
Senior Business Officer	Lisa Grant-Dawson		
Interim Superintendent	Denise G. Saddler		



March 10, 2025

Oakland Unified School District
Dr. Kyla Johnson-Trammell, Superintendent
1011 Union Street
Oakland, CA 94607

Dear Dr. Kyla Johnson-Trammell:

I am pleased to inform you that the proposal submitted by Oakland Unified School District for the Opportunity Young Adult Career Pathway Program (OYACPP) Program Year 2024-25 (PY 24-25) has been selected for funding in the amount of \$1,940,425.83. Awards for this program are sourced from *Workforce Innovation and Opportunity Act* (WIOA) Title I Governor's discretionary funds.

Please note that the requested funding amount has been revised. This adjustment was made in an effort to maximize the impact of our resources.

The EDD Project Management team will contact your organization to assist with exhibit modifications and provide assistance throughout the term of the project. Awardees are required to revise exhibits to reflect the official period of performance, verify accuracy, and ensure all funded activities are allowable under the OYACPP PY 24-25 grant. Modifications must be submitted within the time provided by EDD before subgrant funds will be released.

Please feel free to contact the EDD Project management team, should you need more information or if you have any questions, at WSBprojectmanagement@edd.ca.gov.

Thank you very much for your proposal, and congratulations on your award!

Sincerely,

A handwritten signature in dark ink that reads "Nancy Farias".

NANCY FARIAS
Director

Opportunity Young Adult Career Pathway Program
Program Year 2024-25
Logic Model

Organization Name: Oakland Unified School District (OUSD)				
Project Name: Highway to Work				
*PROBLEM/Statement of Need(s)	INPUTS	ACTIVITIES	**OUTPUTS/DELIVERABLES	***OUTCOME
<p>Priority Population: (1) recent Oakland Unified School District (OUSD) graduates age 18+ who are not immediately community college or workforce-bound, with a focus on Latinx and Black youth, newcomers, housing insecure, youth with documented learning disabilities, and pregnant and parenting teens (2) young people age 18+ who recently left OUSD without a diploma.</p> <p>Primary Needs: Young people's barriers to success in training and employment, including lack of relevant occupational training, lack of required or preferred certifications, limited study skills, limited job readiness, lack of relevant work experience, unreliable transportation, food</p>	<ul style="list-style-type: none"> ● Recruitment within OUSD K-12 system ● Existing structure of High School Linked Learning Office (HSLLO) and Oakland Adult and Career Education (OACE) Transition Specialists (case managers) ● Existing employer partners ● Existing training provider partners ● Existing OACE Finishing Trades Pre-apprenticeship program with union (IUPAT DC16) ● WIOA Title I resources (OWDB) ● WIOA Title II resources (OACE) 	<p>(1) 1-2 weeks orientation, including industry overview, study skills, job readiness, communication skills</p> <p>(2) cohorts of 2-7 week occupational training that is appropriate for students' academic and technical skill level</p> <p>(3) 9-10 week stipended work opportunity (internship or FT work) scaffolded for students' level of job readiness</p> <p>(4) wraparound support to address needs, especially</p>	<p>Adaptation of OACE training programs to deliver full complement of HtW program elements.</p> <p>Development of new Utility Worker HtW training program.</p> <p>Cohort-based training and case management of HtW participants in ER Tech (20), EMT (24), CNA (48), MA (20), Phlebotomy (30), Medical Records Specialist (10), Finishing Trades PA (20), and Utility Worker (20)</p> <p>A total of 192 participants enroll in, complete, and exit training</p>	<p>Increased numbers of OUSD graduates will transition to postsecondary education and/or employment at wages at or above \$23/hr within one year of exiting the K-12 system - with potential to grow to a living wage above \$28 on these Healthcare and Infrastructure pathways</p> <p>Increased numbers of Oakland residents ages 18-28 who were not previously attached to education, training, or employment with advancement opportunities complete training, secure credentials, and attain employment at or above \$23/hr - with potential to grow to a living wage above \$28 on these Healthcare and Infrastructure pathways</p>

<p>insecurity, lack of communication and customer service skills. Limited paid internship or other “earn and learn” opportunities mean low-income young people must prioritize paid work over training on career pathways.</p> <p>Data of Concern: 14.3% Oakland residents living in poverty. 15.6% Oakland residents age 25+ without a high school diploma. Annual cost of living in Alameda County is four times a full-time, minimum wage salary. OUSD high school students 92% BIPOC, 12% Newcomers, 89% Free or Reduced Price Lunch OUSD cohort graduation rate (2023-24) 79.5% (Newcomers 61.6%) Only 62% OUSD graduates transition to postsecondary within a semester of graduation (only 23.4% of Newcomers, 48% of Black students)</p>	<ul style="list-style-type: none"> ● Highway to Work (HtW) model piloted and evaluated by OUSD K12 	<p>related to transportation, food security, and academic tutoring (5) at least two industry certifications required for the career pathway (6) at least weekly check-ins with a case manager to overcome possible barriers to success on the training and employment pathway (7) assistance connecting to permanent employment</p>	<p>169 participants attain industry-recognized certification and/or licensure</p> <p>169 participants complete stipended internship</p> <p>118 participants enter employment at or above \$23/hr</p> <p>HtW Healthcare & Infrastructure Advisory Boards meet quarterly</p> <p>OUSD and OWDB meet to develop collaboration plan and funding model using WIOA Title I funds</p> <p>Monthly financial and participant reports, as well as narrative reports, submitted to EDD</p> <p>External evaluation of HtW expansion project successes, challenges, lessons learned, and opportunities for improvement and sustainability</p>	<p>Common HtW case management model among HSLLO, OACE, Junior Achievement, Unity Council, BOSS and OPIC case managers serving HtW participants.</p> <p>HtW Expansion Project Final Evaluation Report and presentation slides</p> <p>HtW OUSD/OWDB Collaboration Plan and Funding Model</p> <p>HtW Sustainability Plan</p>
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STATE USE ONLY	EXHIBIT H
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**Opportunity Young Adult Career Pathway Program
Program Year 2024-25
Partner Roles and Responsibilities**

Organization Name:	Oakland Unified School District (OUSD)
Project Name:	Oakland Highway to Work

Partner Organization	Roles and Responsibilities	Cash/In-Kind Contributions	Fund Source*	Partnership Agreement Letter**
Workforce Partners				
Oakland Workforce Development Board	Coordinate linkages between HtW and contracted WIOA career services providers. Meet regularly with OUSD to develop a sustainable funding model for HtW that leverages WIOA Title I funding toward training costs, on-the-job training subsidies, supportive services, and career services case management. Participate in HtW Advisory Boards.		WIOA	MOU to be developed
Spanish Speaking Unity Council	Provide case management to HtW participants enrolled in WIOA to facilitate their successful completion of HtW activities, access to WIOA supportive services and other resources, and transition to permanent paid employment.		WIOA	X Yes
Oakland Private Industry Council	Provide case management to HtW participants enrolled in WIOA to facilitate their successful completion of HtW activities, access to WIOA supportive services and other resources, and transition to permanent paid employment.	\$33,600	WIOA	X Yes
Employers and Labor Unions				
University of CA, San Francisco	Host Emergency Room Technician and CNA internships; consider interns for interview and permanent hire		Public (State)	X Yes
Alameda Health System	Host Emergency Room Technician, EMT, CNA and Phlebotomy Internships; consider interns for interview and permanent hire		Public (State, County)	X Yes

Partner Organization	Roles and Responsibilities	Cash/In-Kind Contributions	Fund Source*	Partnership Agreement Letter**
Baywell Health	Host MA, Phlebotomy Technician, and Medical Records Specialist internships; consider interns for interview and permanent hire		Non-profit	X Yes
International Union of Painters and Allied Trades, District Council 16	Collaborate on/co-teach with OACE the Finishing Trades Pre-Apprenticeship		Industry	X Yes
Pacific Gas & Electric (PG&E)	Collaborate on the design and pilot delivery of a new HtW training and internship program for the Utility Worker occupation, leading to participants' entry into the PG&E Power Pathways program, internships, and permanent hires.		Industry/Public Utility	MOU to be developed
Bay Area Rapid Transit (BART)	Collaborate on the design and pilot delivery of a new HtW training and internship program for the Utility Worker occupation, leading to participants' entry into internships and permanent hires.		Public (Sales Tax, etc.)	MOU to be developed
East Bay Municipal Utility District (EBMUD)	Collaborate on the design and pilot delivery of a new HtW training and internship program for the Utility Worker occupation, leading to participants' entry into internships and permanent hires.		Non-Profit Public Utility	MOU to be developed
Education and Training Providers				
Oakland Unified School District	Lead agency. Support the participation of the High School Linked Learning Office (HSLLO) and Oakland Adult and Career Education (OACE) in leading HtW development and implementation. Provide overall coordination of the grant project, grant management, and oversight of HSLLO and OACE staff committed to program activities. Submit all required EDD reports and participate in TA and evaluation activities.	\$197,662.40	General Fund, California Community College Chancellor's Office K12 Strong Workforce Program, California Adult Education Program, WIOA Title II	X Yes
Peralta Community College District	Deliver training in Healthcare Communications, ESL for Healthcare, and other courses required for HtW training programs. Collaborate with OUSD and HtW partners to identify next-step training on career pathways beyond short-term HtW training and facilitate case managers' support of HtW participants' transitions to these programs.		State CCCCO	X Yes

Partner Organization	Roles and Responsibilities	Cash/In-Kind Contributions	Fund Source*	Partnership Agreement Letter**
Bay Area Medical Academy	Serve as a training provider for HtW training programs, including Phlebotomy and Emergency Room Technician.		General/State	<input checked="" type="checkbox"/> Yes
Cypress Mandela	Participate in development of a new HtW training program for Utility Workers, in partnership with PG&E, BART and EBMUD, and potentially deliver instruction to HtW participants leading to internships, employment, and/or further training with these employers.		General/State	MOU to be developed
City EMT	Serve as a training provider for HtW's EMT training program		General/State	<input checked="" type="checkbox"/> Yes
EMS Corps	Serve as a training provider for HtW's EMT training program		General/State	<input checked="" type="checkbox"/> Yes
Community-Based, Faith-Based, or Other Non-Profit Organizations				
Junior Achievement	Provide case management for HtW participants, prioritized for participants without a high school diploma or equivalency	80,000	General/State	<input checked="" type="checkbox"/> Yes
Building Opportunities for Self-Sufficiency	Provide case management for HtW participants	148,000	General/State	<input checked="" type="checkbox"/> Yes
	**Total Cash/In-Kind Contributions Funds	\$ 459,262.40		

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Subgrant Number	
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**Opportunity Young Adult Career Pathway Program
Program Year 2024-25
Budget Summary**

Applicant: Oakland Unified School District
Project Name: Highway to Work

BUDGET SUMMARY

Line Item	Expense Item	Administrative Cost	Program Cost	Amount Leveraged** (If Applicable)	Total Project Budget
A.	Staff Salaries	\$70,000	\$500,000	\$152,048	\$722,048
B.	Number of full-time equivalents ()	0.5	2.0		
C.	Staff Benefit Cost	\$21,000	\$150,000.00	\$45,614	\$261,394.80
D.	Staff Benefit Rate (percent) ()	30%	30%		
E.	Staff Travel	\$0	\$10,000	\$0	\$ 10,000
F.	Operating Expenses	\$0	\$0	\$0	\$ 0
G.	Required or Targeted Activities				\$ 908,146
	1. Participant Stipends	\$0	\$80,067.00	\$	
	2. Training/Tuition	\$0	\$355,554.00	\$	
	3. Work-Based Learning	\$0	\$291,627.00	\$	
	4. Supportive Services	\$	\$132,398.00	\$	
	5. Incentives	\$	\$48,500	\$	
H.	Furniture and Equipment				
	1. Small Purchase (unit cost of under \$5,000)	\$	\$ 37,440	\$	\$ 37,440
	2. Large Purchase (unit cost of over \$5,000)	\$	\$	\$	\$ 0
	3. Equipment Lease	\$	\$	\$	\$ 0

Line Item	Expense Item	Administrative Cost	Program Cost	Amount Leveraged** (If Applicable)	Total Project Budget
I.	Contractual Services <i>(if applicable complete Exhibit G and add cost below)</i>	\$	\$169,840	\$261,600	\$ 180,000
	1. Subrecipients		\$80,000		
	2. Contractors		\$89,840		
J.	Indirect Costs* (complete item 1 below)	\$ 74,000	\$0	\$0	\$ 73,501
K.	Other (describe)	\$0	\$0	\$0	\$ 0
	TOTAL FUNDING**	\$ 164,501	\$ 1,940,426	\$ 459,262	\$ 0
			Total Request***		\$ \$2,589,349

*Indirect Cost Rate must be negotiated and approved by Cognizant Agency, per Appendices III or IV to Uniform Guidance, 2CFR200.

1. Indicate how indirect costs are determined (Negotiated Indirect Cost Rate Agreement (NICRA), Cost Allocation Plan, or De Minimis): Indirect Cost Rate, determined by CA Department of Education for Oakland Unified School District; based on 4% estimated rate for period of grant
2. Name of Cognizant Agency (if NICRA): Click here to enter text.

** Right-click and select “Update Field” to populate each Total Funding field. A maximum of 10% of the total project budget will be allowed for **Administrative Costs**.

***All costs must be rounded to the nearest dollar.

The definition of administrative costs is provided in Appendix C of the SFP.

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Opportunity Young Adult Career Pathway Program
Program Year 2024-25
Performance Goals Matrix

Organization Name: Oakland Unified School District
Project Name: Highway to Work

Performance Goals Description	Total Participants	Performance Goal Rate (%)*
1. Total Participants to be served	192	Leave Blank
2. Number to be enrolled in certified training and work-based learning (WBL)*	192	100%
3. Number enrolled scheduled for completion of credentials	169	88%
4. Total Participants Exited	169	Leave Blank
5. Employment Rate 2nd Quarter After Exit	118	100%
6. Employment Rate 4th Quarter After Exit	118	70%
7. Credential Attainment within 4 Quarters After Exit	169	100%
8. Median Earnings 2nd Quarter After Exit**	Leave Blank	\$9,000

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**Opportunity Young Adult Career Pathway
Program**

Organization Name: Oakland Unified School District

Project Name: Highway to Work

I. Equipment

Item Description ¹	Quantity	Cost Per Item	Total Cost	Percent Charged to Project	Total Cost Charged to Project
Work boots	40	\$ 50	\$ 2,000	100 %	\$ 2,000
Work pants	40	\$ 30	\$ 1,200	100 %	\$ 1,200
Work shorts	80	\$ 30	\$ 2,400	100 %	\$ 2,400
Work cap	20	\$ 20	\$ 400	100 %	\$ 400
Drug tests	80	\$ 45	\$ 3600	100 %	\$ 3600
Graduation materials	9	\$ 500	\$ 4,500	100 %	\$ 4,500
Textbooks and materials	60	\$ 300	\$ 18,000	100 %	\$ 18,000
EMT uniforms	24	\$ 60	\$ 1,440	100 %	\$ 1,440
CPR/Basic Life Support Certification	24	\$ 100	\$ 2,400	100 %	\$ 2,400
ER Tech Scrubs	20	\$ 25	\$ 500	100 %	\$ 500
Program orientation for students (ER Tech)	2	\$ 500	\$ 1,000	100 %	\$ 1,000
TOTAL²			\$ 37,440		\$ 37,440

II. Subrecipients³

Service Provider Name	Subawarded Amount	Deliverables
Junior Achievement	30,000	Case management, job coaching, and mentoring of participants in HtW training programs.
Unity Council	50,000	Case management of participants in HtW training programs.
TOTAL⁴	\$80,000.00	

III. Contractors⁵

OYACPP PY 24-25 SFP

Supplemental Budget Exhibit G Page 1 of 2September 2024

Description - Type of Service	Cost	Service Provider If Known
Evaluation of HtW expansion project. Facilitation of partner relationship building. Provision of workforce development expertise.	100,000	High Road Alliance
TOTAL⁶	\$100,000.00	

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